



WTCH-AM – Shawano, WI / WOWN-FM – Shawano, WI  
WOTE-AM – Clintonville, WI / WJMQ-FM – Clintonville, WI

**ANNUAL EEO PUBLIC FILE REPORT**  
**Covering the Period from July 22, 2020 to July 31, 2021**

**Vacancy Information**

<b><u>Full-time Positions Filled by Job Title</u></b>	<b><u>Date of Employment</u></b>	<b><u>Total # Interviewed</u></b>	<b><u>Recruitment Source of Hire</u></b>	<b><u>Recruitment Sources Utilized</u></b>
ON-AIR	May-21	1	8	1,2,3,4,5,6,7,8
Total Interviewed		1		
Total Hires		1		

**Recruitment Source Information**

<b><u>Recruitment Sources:</u></b>	<b><u>Contact</u></b>	<b><u>Address</u></b>	<b><u>Method of Contact</u></b>	<b><u># of Interviews From Source</u></b>	<b><u>Full-time Positions Generated from this Source</u></b>
1 Wisconsin Broadcasters Assoc. Job Bank	MICHELLE VETTERKIND, CEO	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
2 Michigan Broadcasters Association Job Bank	Karol White	819 N Washington Ave, Lansing, MI 48906	517-484-7444	0	0
3 INDEED.COM	n/a	INDEED.COM	Website Login	0	0
4 All Access	n/a	AllAccess.Com	Website Login	0	0
5 National Alliance of State Broadcasters Associations	n/a	tp://www.careerpage.or	Website Login	0	0
6 Illinois Media School	Francesca Muller/Don Clard	530 South State Street Chicago, IL 60605	dclark@beonair.com	0	0
7 Job Center of Wisconsin	n/a	jobcenterofwisconsin.com	888.258.9966	0	0
8 Internal Posting - Part time employee	Eric Voight, Station GM	1456 E Green Bay Street Shawano WI 54166	715.524.2194	1	1
Totals				1	1



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**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit during the Report Time Period:**

1. Outreach: Career Day  
 Date: January 14, 2021  
 Participating Employees: Trisha Peterson, VP and Kristin Mattson, Sales (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WJNR, WOBE, WHTO)  
 Event Sponsor: Kingsford Middle School  
 Description: Trisha Peterson and Kristin Mattson did a presentation in Mrs. Francis's 8<sup>th</sup> Grade Class discussing careers in radio. This presentation included fielding questions from students and Mrs. Francis.
  
2. Outreach: Participated in Job/Career Fairs – Wisconsin Broadcasters Career Fair  
 Date: March 1, 2021  
 Participating Employees: Don Grassman, President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WJNR, WOBE, WHTO, WDUX, WPCA)  
 Event Sponsor: Wisconsin Broadcasters Association  
 Description: Don Grassman acted as the hiring agent during the Wisconsin Broadcasters Virtual Job Fair. We submitted job positions related to Sales and On-Air. We received minimal interest and no interviews nor hires resulted from this job fair.
  
3. Outreach: Participation in a program for station management: Staying on Top of Your Broadcast FCC EEO Obligations.  
 Date: March 24, 2021, 2:00-3:30 PM  
 Participating Employees: Don Grassman, President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WJNR, WOBE, WHTO, WDUX, WPCA)  
 Event Sponsor: Wisconsin Broadcasters Association  
 Description: Don Grassman attended the Webinar "Staying on Top of Your Broadcast EEO Obligations" presented by Attorney David Oxenford of Wilkinson Barker Knauer.



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4. Outreach: Education Debt Relief Grant
 

Date: May 21, 2021

Participating Employees: Don Grassman, President of Results Broadcasting

Event Sponsor: Wisconsin Broadcasters Association Foundation – Results Broadcasting Education Grant

Description: After years of providing \$1000 scholarship to college students pursuing a career in broadcasting, we refocused our approach. The Results Broadcasting Education Grant was established to provide student debt relief to broadcasters working in Wisconsin. It was created from what used to be the Results Broadcasting scholarship. Recipients get \$1,000 to put toward relief of student debt. We noticed after looking back at the recipients we couldn't put our finger on one that was working in Radio/TV. We saw a need and a way to directly help young professionals actually working in Radio/TV or related media by shifting our scholarship to an education debt relief grant. The first recipient was awarded in May 2020. As a comparison to our traditional scholarship program that was only getting 1-2 applicants per year. This Education Grant had 26 in 2021.
  
5. Outreach: Broadcast – EEO Notice
 

Date: Weekly

Participating Employees: Donald Grassman, President Results Broadcasting

Event Sponsor: WTCH / WOWN / WJMQ / WOTE

Description: Results Broadcasting has a general announcement that is broadcast weekly on WTCH / WOWN / WJMQ / WOTE encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.



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**EEO Narrative**

**License Renewal for WTCH-AM / WOWN-FM / WOTE-AM / WJMQ-FM**

This unit is part of Results Broadcasting, Inc. Results Broadcasting is committed to providing equal employment opportunities to all individuals without regard to race, color, religion, gender, national origin, age or disability. Our intent is to provide a work environment that is free of discrimination, harassment, or intimidation. Discrimination, harassment or intimidation of an employee or an applicant is considered improper conduct. Under no circumstances will Results Broadcasting, Inc. condone or tolerate any form of discrimination, harassment, or intimidation of anyone in the Results Broadcasting family of companies.

WTCH, WOWN, WOTE, WJMQ are very active in the community, and it shows with all of our outreach and initiatives over time. Results Broadcasting actively searches out more opportunities to be visible and showcase our career opportunities.

We encourage the opportunity for: job shadowing, career days, job fairs, tours, and speaking at schools and organizations about broadcasting.

**Filed by: Don Grassman President, Results Broadcasting, Inc.**